ABOUT US

VISION MISSION VALUES

Our mission is to develop a diverse portfolio of mineral projects, revitalize distressed and undervalued assets in remote areas and create thriving communities by unlocking
long-term business success through sustainable practices. Our approach is rooted in experience, integrity, open dialogue, and resilience.

Our Vision is to aim to drive a greener future by embracing our role as responsible producers of nickel and other critical materials.

Our Values define how we do business and our daily conduct. We must all take pride in both our achievements and how we achieve them. Adhering to our Values and the Principles outlined in our Code of Conduct (the "Code") ensures not only that we will meet our business objectives but also a make a positive societal impact today, securing a favourable legacy for tomorrow.

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Entrepreneurial and fast-paced decision making

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We value dynamic thinkers who are quick on their feet and strategic in their planning. Ours is a culture of innovation and action, where ideas can take flight. Our collaborative spirit encourages teamwork and free-thinking and switching gears between brainstorming, execution, and continuous improvement is all part of the working day. As a smaller, private company, a world of opportunities to make a real difference await.

Resourceful People

At Solway, we foster a collaborative environment built on a foundation of shared goals. We seek talented individuals who resonate with our vision and can actively shape our strategies and operations. This approach ensures alignment and a culture that reflects the values we hold dear: creativity, adaptability, efficiency, open-mindedness, and tolerance. We value team players who thrive under pressure and demonstrate responsibility, understanding and professionalism in all situations.

Responsible business practices

We strive to be a positive force for transformation in the global mining industry, setting the example for responsible industrial practices. Our goal is to be a role model for corporate accountability, engaging stakeholders through open dialogue and actively participating in initiatives that promote sustainability and ethical business practices.

Ecosystem Integration

Ecosystem integration and systems thinking characterize our operating model. Together, these strategies suggest that we value a holistic view, looking at the big picture to optimize performance, sustainability, and effectiveness across all its operations. Mining operations are complex, and success requires close collaboration. Our approach relies on creative and logical thought, smart short and long-term decision-making, and balancing a variety of needs to ensure our projects are sustainable for all stakeholders.

Local autonomy under global rules

Our subsidiaries – strictly adhering to the rules and the underlying principles of our group-wide code of conduct – have significant freedom to make their own decisions and to try out new ideas, focusing entirely on achieving positive outcomes locally. Our team members are agile, adaptable, culturally sensitive, and emotionally intelligent. They have local insight and know how to execute business decisions, while being accountable to our group-wide strategy and policies.

Innovative mind-set

Solway attracts bold, tireless explorers who revel in new challenges and innovations in the mining sector, from unexplored areas to cutting-edge technologies. We pride ourselv our entrepreneurial spirit, seizing overlooked or undervalued mining opportunities while managing risks. At Solway, individuals who are brave, curious, and committed, with a global

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perspective, thrive. Our culture is one that honours distinct, innovative approaches to advancing responsible mining.

Authenticity over perception

Our culture values expertise and practical experience communicated clearly and succinctly. We work on the basis of rigorous analysis and planning, avoiding baseless assumptions. Solway individuals combine practical wisdom, substantial knowledge, and forward-thinking professionalism. We value well-researched quantitative and qualitative reasoning to support significant decisions. In essence, we are professionals driven by data and evidence.

CHALLENGE TRANSFORM DELIVER

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